

UK-MED



Surgeon

Candidate Information Pack

November 2022

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Introduction



This is an exciting time to join UK-Med. We have expanded significantly over the last few years and have an ambitious strategy in place for growth.

The world is experiencing an unprecedented level of humanitarian need. Natural disasters, disease outbreaks and conflict can hit at any time. The people affected are often the poorest and most vulnerable and the health problems they experience post-disaster are long-lasting. We believe that they deserve the highest quality emergency medical aid. We seek to save lives, but also to build resilient health systems so that people can lead healthy lives in the future.

At UK-Med, we work together to:

- **Respond** rapidly to emergencies, delivering the expertise needed to support local health services and save people's lives.
- **Prepare** health staff through training and capacity building, enabling health services to be better prepared for emergencies.
- **Learn** and share learning worldwide through our academic partners, ensuring patients get the best care.

This is a pivotal time in our history to join UK-Med. At the end of February 2022, we received the first of many calls asking for help with the crisis in Ukraine. We now have programmes across Ukraine including surgical support, health clinics, and emergency preparedness training. More than 10,000 people have already received direct support or training from UK-Med as a result.

In June 2022, we were awarded EMT (Emergency Medical Team) status by the World Health Organization. A month later, we were formally appointed to provide EMT services for the UK government. As such we are at the front line of the Foreign, Commonwealth and Development Office's response to humanitarian crisis and can also respond to any crisis, anywhere in the world, under our own banner.

We are very excited about our plans and hope you will join us on this extraordinary journey.

David Wightwick

UK-Med Chief Executive Officer

Advert

Role:	Surgeon
Hours:	UK-Med Register role, so no guarantee of any work, but if deployed work will be full-time
Remuneration:	Negotiable (dependent on experience)
Duration:	Minimum of 2 weeks at a time (longer availability is highly desirable).
Location:	Internationally / any of the UK-Med response including Ukraine and or to various other locations.

Are you a Surgeon interested in using your expertise and knowledge to deliver Humanitarian aid in emergency response projects or looking to build your career in a humanitarian setting?

UK-Med is a frontline medical aid charity. Born of the NHS, we've been working for over 30 years towards a world where everyone has the healthcare they need when crises or disasters hit.

We are seeking for Surgeons with experience working in humanitarian contexts. You will be able to make yourself available to travel and work internationally at short notice for a minimum of 2 weeks (longer availability is highly desirable).

Our ideal candidates will be fully licensed and experienced Surgeon, all surgical specialisms will be considered but some are more likely to be needed in humanitarian responses than others.

Most of our surgeons need to be confident and capable in treatment of both adults and children. Previous experience in low resource / humanitarian / conflict contexts may be an advantage but is not essential.

You must be a fully licensed Surgeon, registered with an appropriate professional body.

You will be determined, high performing, compassionate and collaborative, as well as being committed to learning and supporting others to learn. Language skills will be an advantage. You will have a positive and flexible problem-solving approach and be willing, able, and ready to deploy to support all UK-Med programmes and projects.

We offer a competitive salary and benefits along with a friendly working environment and the opportunity to make a real difference.

How to apply

To express your interest, please answer all questions on our online jobs portal and submit a **current CV**.

Applications must be submitted through our **online jobs portal**. This is a rolling expression of interest at this time but may close at any time without notice so please respond as soon as possible.

UK-Med is committed to safeguarding of our personnel and beneficiaries and has a zero-tolerance approach to sexual exploitation and abuse. We conduct thorough vetting before any appointment is confirmed.

UK-Med is committed to the principles of diversity, equality, and inclusion. We strive to provide an inclusive and supportive environment where employees feel respected and supported to be able to fulfil their potential.

About UK-Med

UK-Med (www.uk-med.org)

We train and deploy medical teams and specialists to save lives when epidemics, conflict and natural disasters hit. As disasters grow more frequent, severe and complex there has never been a greater need to respond quickly and effectively. We believe in a world prepared to help.

It started in 1988 with a team of eight Manchester clinicians led by our founder Tony Redmond, when a huge earthquake ripped through Armenia. Teams continued to deploy throughout the 1990's and 2000s, and when Ebola struck West Africa in 2014 UK-Med stepped up. We recruited and trained the one hundred and fifty UK clinicians who worked alongside local medical teams, other NGOs and DFID to bring the outbreak under control.

UK-Med has deployed teams to a range of countries and crises including Cape Verde, China, Gaza, Haiti, Bosnia and Herzegovina, Indonesia, Jordan, Kosovo, Pakistan, the Philippines, Sierra Leone and Bangladesh. Our teams have undertaken a range of work on deployment including general medical care, trauma and surgical care, outbreak response and training of local healthcare staff.

The UK EMT

The UK Emergency Medical Team (UK EMT) provides high quality emergency health care solutions in a range of humanitarian contexts on behalf of the UK Government. The programme is led by the Foreign, Commonwealth and Development Office (FCDO) and works under the guidelines of the WHO Classification and Minimum Standards for Medical Teams in sudden onset disasters. We recruit and train teams of UK-based clinicians, normally released for three weeks at a time by NHS employers. At any time, we have a team of sixty clinicians on call who are ready to respond to disasters anywhere in the world within twenty-four hours.

We can respond following earthquakes, cyclones, hurricanes, disease outbreaks or to other humanitarian contexts. Depending on the needs, we might deploy individual personnel, small clinical or advisory teams, self-sufficient primary care facilities or a field hospital including surgical team and inpatient facilities.

UK-Med Vision, Mission and Values

Our Vision

A world where everyone has the healthcare they need when crises or disasters hit.

Our Mission

We save lives in emergencies.

When health services are overwhelmed, we get expert health staff to where they're needed fast.

We help communities prepare for future crises.

We Value:

Excellence

We set high standards for ourselves and the organisation. We strive to be outstanding in everything we do.

Determination

We have a can-do attitude and thrive on problem solving. No matter what the challenge, we explore all options so if there's a way we'll find it. We don't give up easily.

Compassion

We care about people. The health and wellbeing of our patients and our people is central to everything we do.

Learning

We believe in knowledge-sharing and giving people the means to develop their capabilities. We value learning and continual growth.

Collaboration

Working in partnership with stakeholders, communities and colleagues is key to the success of our work.

We respect the skills, knowledge and experience of those we work with and take care to listen and adapt to changes in need.

Job Description

Surgeon (emergency humanitarian aid)

Job Title	Surgeon (emergency humanitarian aid)
Reports to	Medical Coordinator / Health Advisor
Duration	Minimum of 2 weeks at a time (longer availability is highly desirable).
Place of work	Internationally/any of the UK-Med response including Ukraine and or to various field offices.

Purpose of role

Perform, examine and review surgical procedures to address various medical needs for patients in the field and support the capacity building of the health systems; work with a multidisciplinary team of health professionals overseeing the medical and surgical care of patients.

Key responsibilities

1	Work in collaboration with UK-Med hospital team and hospital staff.
2	Perform surgical procedures to high standards, in order to prevent or correct injury, disease, deformities and patient function while adhering to all regulatory and ethical protocols
3	Follow established surgical techniques during surgery to optimise patient outcomes
4	Prescribe preoperative and postoperative treatment and procedures and work together with other members of the clinical team to support this
5	Ensure sterility in the operating room, and all equipment and instruments to minimize patient infections and poor outcomes
6	Advise on activities of hospital staff for proper patient care and enhancements in supported facilities
7	Oversee all treatment prior to and post-surgery, and identify associated risks
8	Where required, schedule follow -up visits with patients to ensure continuing health
9	Maintaining detailed patient records on paper or digitally, and participate to the UK-Med
10	Coordinating with other medical professionals (national and international) like Anaesthesiologists and Nurses to ensure successful and safe treatment
11	Performing any additional activities whenever needed and as requested by the supervisor to improve surgical capacity and/or patient treatment outcomes.
12	Organise training and capacity building activities as appropriate and in agreement with MTL/MedCo

Safeguarding

13	Comply with and uphold UK-Med safeguarding policies (including child protection, prevention of sexual exploitation and abuse, bullying and harassment) and all Codes of Conduct.
14	Report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion.
General duties	
15	To ensure and promote Equality, Diversity, and Inclusion (EDI) in line with UK-Med's EDI Policy.
16	Comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism, and anti-slavery.
17	Support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts.
18	Undertake training and comply with vetting requirements (including CRB / police checks, referencing) appropriate to the role as specified by UK-Med.
19	Work within the security framework and subsequent rules and procedures put in place for the deployment depending on the context
20	Treat all people including colleagues, patients and other beneficiaries, volunteers, partner staff and the general public with respect and ensure their dignity in interactions with you and UK-Med.
21	Other tasks as might be required to ensure effective delivery of UK-Med / READY / projects and programmes of work.

Person Specification

Surgeon (emergency humanitarian aid)

Qualifications / Professional Memberships		
Q1	Full medical degree (e.g. BMBS, BMed, MD)	Essential
Q2	Fully licensed Medical Surgeon, registered with an appropriate professional body	Essential
Q3	Surgical specialisation with relevant experience, professional memberships and/or qualifications	Desirable
Q4	Qualification in public health, humanitarian & emergency response, international development.	Desirable
Knowledge, Skills, and Experience		
S1	Significant experience working as a fully licensed Medical Surgeon. (Expected to be at least 5 years of practice post qualification)	Essential
S2	Demonstrable expertise in trauma surgery, including conducting the following clinical activities: Immediately treating any injuries, infections, or other conditions to stabilise patients; requesting medical tests for patients; creating and delivering treatment plans together with nursing teams;	Essential
S3	Understanding of humanitarian contexts and expected challenges, and a good understanding of typical patterns of injury/illness and effective medical interventions to be implemented in the critical days of a response period	Essential
S4	Fantastic manual dexterity, hand-eye coordination and visuospatial awareness	Essential
S5	Ability to work under pressure in a fast-paced environment	Essential
S6	Emotionally resilient with the ability to make patients feel at ease	Essential
S7	Excellent communication and interpersonal skills; able to communicate complex technical requirements and information in an accessible way	Essential
S8	IT proficiency, including MS Word, MS Excel, Email systems	Essential
S9	Excellent communication skills, efficiency, and flexibility	Essential
S10	Demonstrate strong ability to train and build capacity of others	Essential
S11	Fluency in English (oral and written) is required	Essential

S12	Knowledge of another UN Language (Arabic, Chinese, French, Russian and Spanish)	Desirable
Personal Attributes		
1	Highest standards of integrity and professional conduct	Essential
2	Strong organisational and leadership skills, complemented by sound management abilities	Essential
3	Excellent interpersonal skills and team working skills	Essential
4	A positive and flexible problem-solving approach	Essential
5	Excellent time and task management skills with the ability to balance a full and dynamic workload.	Essential
6	Willingness and ability to pass clearance checks and undertake overseas travel and deploy to humanitarian emergencies.	Essential
7	Excellent attention to detail around work planning and the use of systems with a strong commitment to quality control and standards.	Essential
8	Ability to work independently.	Essential
Practical requirements		
9	Ability to travel internationally to any of the UK-Med response including Ukraine and/or to various humanitarian contexts.	Essential
10	Willingness to work some weekends and evenings to contribute programme delivery and organisational priorities.	Essential
11	A commitment to own learning and development and willingness to undertake Continuing Professional Development.	Essential

Key terms and benefits

Salary:	Negotiable (dependent on experience) - NHS reimbursement for core costs available
Working hours:	Full time, with some weekend and evening working required to support the humanitarian programme delivery
Safeguarding:	To ensure the suitability for the role's work with both adults and children, and/or work within regulated environments (CAA, MRHA) an assessment of suitability for this work will be completed which will include DBS / police checks. For work in some countries or funded by some donors we will also run a comprehensive sanctions / suitable person check.

Health and medical	Suitability for this work is a condition of employment. Health clearance as 'fit to deploy' by our occupational health provider is an essential requirement for deployment in this role.
Professional Requirements:	Current medical license is essential; other relevant memberships may be an advantage.
Term of contract:	Minimum of 2 weeks at a time (longer availability may is highly desirable).

UK-MED

Building a world
prepared to help